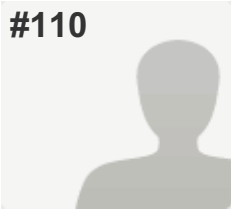


#110

**COMPLETE****Collector:** Web Link 1 (Web Link)**Started:** Wednesday, September 07, 2016 9:49:39 PM**Last Modified:** Wednesday, September 07, 2016 9:55:13 PM**Time Spent:** 00:05:33**IP Address:** 173.215.127.3

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<b>Q1: Name of School District:</b>	NORTH CEDAR
<b>Q2: Name of Superintendent</b>	MARK DOHMEN
<b>Q3: Person Completing this Report</b>	JENNY HORMAN

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**Q4: 1a.Local TLC Goal**

The combination of an increased base salary along with a strong mentoring system will attract new, effective teachers to our district.

**Q5: 1b. To what extent has this goalbeen met?**

(no label)

Mostly Met

**Q6: 1c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

WE DID HAVE SOME TEACHERS LEAVE OUR DISTRICT THIS PAST SCHOOL YEAR, BUT ALL WERE FOR PERSONAL REASONS OR TO MOVE CLOSER TO HOME.

**Q7: 2a.Local TLC Goal**

Teachers will have concrete and continuous opportunities to collaborate with others in our district, AEA personnel, and other districts.

**Q8: 2b. To what extent has this goalbeen met?**

(no label)

Fully Met

**Q9: 2c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

New Teacher Center workshops, Jim Knight trainings, a variety of other trainings through Grant Wood that teachers attended. Shared Professional development with other teacher leaders from surrounding districts.

**Q10: 3a.Local TLC Goal**

Provide an explicit process that empowers teachers to take on leadership roles in decision-making.

**Q11: 3b. To what extent has this goalbeen met?**

(no label)

Mostly Met

**Q12: 3c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

North Cedar TLC website - <https://sites.google.com/a/north-cedarstu.org/nc-teacher-leadership-system/>

WE USED THIS SITE AS A PLACE FOR COMMUNICATION. I THINK AS A DISTRICT WE CAN ALWAYS STRIVE TO BE MORE EXPLICIT IN OUR PROCESS TO EMPOWER TEACHERS.

**Q13: 4a.Local TLC Goal**

Student will improve and feel safe and connected.

**Q14: 4b. To what extent has this goalbeen met?**

(no label)

Mostly Met

**Q15: 4c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

DIBELS; MAP; Iowa Assessments; Smarter Balanced; ACT; FAST; GOLD assessment; Reading assessments; I-Ready assessments

**PAGE 4: Put any goals you wish to report on, but do not directly align with state TLC goals, on this page.**

**Q16: 5a.Local TLC Goal**

*Respondent skipped this question*

**Q17: 5b. To what extent has this goalbeen met?**

*Respondent skipped this question*

**Q18: 5c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

*Respondent skipped this question*

**Q19: 6a.Local TLC Goal**

*Respondent skipped this question*

**Q20: 6b. To what extent has this goalbeen met?**

*Respondent skipped this question*

**Q21: 6c. Description of Results Including Short and Long-Term Measures (limited to 3000 characters)**

*Respondent skipped this question*

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**Q22: 7. Based on the results of you data analysis, what adjustments might you consider TLC implementation. (Please note this is not an official plan change). If you would like more information on how to submit an official plan change please use this link or contact Becky Slater.**

WE ARE CONSIDERING THE RESTRUCTURING OF OUR INSTRUCTIONAL COACHES.

**Q23: 8. Please share anecdotal evidence/stories that demonstrate how the implementation of TLC has impacted your district.**

WE HAVE STAFF SURVEYS SHARING THE POSITIVE IMPACT TEACHERS AND TEACHER LEADERS HAVE FELT THE TLC PROGRAM HAS MADE FOR OUR DISTRICT.

## Impact of TLC Plan - 2015-2016

**Q24: Please check each of the following boxes, indicating your agreement to continue to meet these requirements:**

Minimum Salary – The school district will have a minimum salary of \$33,500 for all full-time teachers.

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Selection Committee – The selection process for teacher leadership roles will include a selection committee that includes teachers and administrators who shall accept and review applications for assignment or reassignment to a teacher leadership role and shall make recommendations regarding the applications to the superintendent of the school district.

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Teacher Leader Percentage – The district will demonstrate a good-faith effort to attain participation by 25 percent of the teacher workforce in teacher leadership roles beyond the initial and career teacher levels.

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Teacher Compensation – A teacher employed in a school district shall not receive less compensation in that district than the teacher received in the school year preceding implementation of the district's TLC plan.

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Applicability – The framework or comparable system shall be applicable to teachers in every attendance center operated by the school district.